Workplace Health Practices for Employees with Chronic Illness

European Conference on Promoting Workplace Health
Brussels, 22nd-23rd October 2013
Conclusions

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Conclusion 1

• It has been a great conference!
Conference themes

Several themes have emerged in the plenary and workshops sessions. The themes include:

- Support employers
- Interventions should be seen as an investment not a cost
- The business case for action on this issue is compelling
Conference themes (continued)

• The demographic change and the increase in chronic disease levels across Europe make tackling the issue of workplace health practices for employees with chronic illness a necessity not an option

• Co-morbidity is becoming a greater problem

• Solutions need to be tailored to the needs of the individual and the organisation – one size does not fit all
Conference themes (continued)

• The role of line managers and supervisors is key
• All approaches should be integrated and comprehensive
• **Building the capacity to act is vital**
• Silo mentality / thinking / ways of working need to be made redundant
Workplace health promotion (WHP) has been defined as the combined efforts of employers, employees and society to improve the health and wellbeing of people at work.

Luxembourg Declaration
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<tr>
<th>Karl</th>
<th>Nettie</th>
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<td>Healthy people in healthy organisations is achieved through the combined efforts of:</td>
<td>The outputs of a comprehensive approach to workplace health promotion are experienced by:</td>
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From this morning

• Socio economic status / men / chronic disease

• Communicate, communicate, communicate

• More of the same may not be enough, we need to identify and adopt new approaches / solutions

• Given the number of people they employ helping owner / managers in micro, small and medium sized organisations is essential.
From this morning

• ‘Being ill doesn’t mean you cannot work’
• ‘Good attitudes are built through action’
Where do we go from here – conclusions and next steps

• Apply the learning – don’t reinvent the wheel (support and encourage one another)

• Commit to raising the topic of workplace health practices for employees with chronic illness....

• Make the healthy choice the easy choice for employers
Where do we go from here – conclusions and next steps

• Each of us should act as both an advocate and a champion
• Remain optimistic!